

Statement & Resolutions

from the

Concerned Students of Middlebury

Created: January 2021

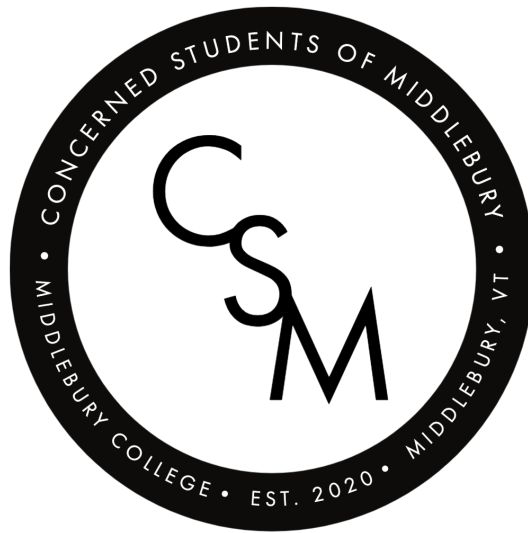


Table of Contents

- I. [Statement](#)
- II. [Appendix of Resolutions](#)

The Concerned Students of Middlebury (formerly [Black@Midd](#)) would like to acknowledge that the recent attack on the US capitol was a tragedy that should never have happened. We stand firmly against the fascist and seditious actions that occurred and believe it important to reflect in this moment to consider the following: what type of community do we wish to exist in, on a national scale and at Middlebury. As a result of this introspection, we have deliberated as a body and decided to release a resolution each week aimed at benefiting the Middlebury community, whether in terms of activism, leadership, or reaffirming our shared Middlebury community values.

TL;DR: The Concerned Students of Middlebury (formerly [Black@Midd](#)) stands firmly against the fascism and domestic terrorism that was propagated by President Donald J. Trump and his seditionists on January 6th, 2021. We also continue to stand against the racism and systemic oppression that BIPOC individuals endure daily which is a part of what has enabled these domestic terrorists and white supremacists for centuries. The Concerned Students of Middlebury not only call on each of you to take a role in creating a society and community (on any and all scales) that is more equitable and intolerant of oppressive forces but also asks for your support in our endeavors to do so in our Middlebury community. See our recent resolutions [here](#) and sign our petition [here](#) to voice your support. Your voice matters so continue to make it heard.

Statement from The Concerned Students of Middlebury:

To Our Middlebury Community:

We, the Concerned Students of Middlebury, would like to hope all is well for those reading this; however, given the times we are currently living in, we understand this is likely an over-optimistic sentiment. We do hope you are each taking care of yourself as much as possible.

It has been many months since our initial email to the Middlebury College administration and in this time great progress has occurred in terms of our fostering of a relationship with our administration. In this time, we have made strides in becoming a solidified student organization, with this process being projected to be completed during January of 2021. While the engagement we have taken on with the Middlebury administration has in many ways provided an excellent opportunity for bidirectional discourse and understanding, this engagement simply does not erase the national scale of pain and suffering Black Americans, Indigenous peoples, and people of color have experienced in recent times. A global pandemic continues to ravage our most disenfranchised communities; the "criminal justice system" continues to disenfranchise BIPOC members of our nation; Black people continue to be murdered in the streets by those who are supposed to serve and protect. It is unfortunate to say that not much has changed in this regard.

While we wish we were returning to the public sphere in a time that has improved from the era in which we were conceived as an organization— an era defined by the continued publicized and fetishized pain of Black Americans— we are disappointed to say that this is not the case. Instead, not only have we returned to a time of continued turmoil as it relates to race but we are also confronted with the increasing stabilization of fascist movements into the democratic fabric of the United States.

Make no mistake: the concepts of racism and fascism are intrinsically linked and have been for many decades in the case of the Republic of the United States. The stench of systemic oppression only fuels the flames of fascist uprisings; They are both predicated on maintaining power and promoting subjugation of our most vulnerable populations. These are ideas that have been perpetuated and amplified by the current sitting President of the United States, Donald J. Trump, for the last four years and we are all now reaping the results of what has been sown by not only him but also his enablers and supporters. It is important now more than ever we reject this and actively play a role in combating these behaviors. These are the very ideals that our organization stands firmly against and we are hoping that our Middlebury community does as well. This fascism may have found a home in the United States of America, today but it does not have a place in the United States of America we wish to cultivate and see prosper in the future.

Let us be abundantly clear: **white supremacy, domestic terrorism, sedition to keep an attempted despot in power, the perversion of the law to ensure the self-determined elite maintain control, and any and all structures contributing to these efforts, all stand in direct contrast to our mission, not only as an organization but as BIPOC individuals and allies.** They all also highlight the simple fact that elections have consequences for all of us. We are seeing the results of not only the 2016 election, but every election preceding it that allowed for the continued cultivation and nourishing of White nationalist sentiments and domestic terrorism in the United States. Holding legislators accountable for their choices is one of the first steps in the process of combating this oppression. The time has come for us to organize as people in order to vote for individuals who represent us and our values. If we don't see them, it's our job to be the individuals to fill that void. Grassroots movements necessitate all of our participation and building a nation where all people are truly equal calls for the election of people who will actively advocate for these values.

The society we live in today needs tangible change. This need for action transcends the Middlebury community that we are direct members of for four years and requires us each to take an active role in creating the change we want to see in the outside world as well. We need people who are willing to not only mobilize for awareness but to also call truth to power and ensure change is made, both in and out of elected offices. Let us each never lose sight of that important truth and recall it every day at Middlebury and beyond when we have opportunities to make positive change in the world.

With all of this taken into consideration, this mission must begin at home. Our college experiences are incredibly formative and, now more than ever, our work as the Concerned Students of Middlebury must work to ensure we all have the resources we need to begin cultivating the values we wish to take with us into the world. While we, the Concerned Students of Middlebury, have done a great deal of work behind closed doors to reach this goal, we recognize that our online absence and thus seeming irreverence towards the issues we all currently face does little to benefit our historically underrepresented and unseen communities. For that, we apologize and pledge to do better. As we have taken time to reflect on this, we have drafted several resolutions that specifically aim to address the issues we have seen in the Middlebury microcosm of the nation. We will be releasing one resolution per week for the duration of J-Term. All resolutions can be found both on this document and in this [folder](#) as they are released and this [Google Form](#) will serve as the petition for each resolution. All of the above can also be found on the Concerned Students of Middlebury Instagram account.

We refuse to be inactionable during this time, and while we are limited in some of our ability, we must do whatever we can to create the community we all need at Middlebury and can work towards together. As we alluded to earlier, we each have a great deal of power and voice, both individually and together. If you are interested in seeing any of these implemented or simply just looking to voice your support, please join our movement by signing our petitions.

In solidarity,

The Concerned Students of Middlebury Executive Board

Appendix of Recent Resolutions:

- I. **CSM Resolution 1: Recent Acts of Sedition and Domestic Terrorism & A Call to Action**
The Concerned Students of Middlebury make a formal statement denouncing the recent acts of sedition and domestic terrorism that was carried out on January 6th, 2021 at the US Capitol. Additionally, we call on our elected officials to prosecute all individuals involved in the planning, rallying, and coordination of this attack; call on elected officials and law enforcement to explain the disparity between the treatment of seditionists on January 6th, 2021 and the Black Lives Matter Protestors in the Summer of 2020 by law enforcement; call on peer organizations and community members to join us in this call to action; call on our institution to invest in democratic processes, student activism, and community organizing; call on our institution to show some form of consequence for attempted insurrectionists who have a tie to Middlebury College.
- II. **CSM Resolution 2: Supporting Grassroots Campus Movements and Their Diligent Processing**
The Concerned Students of Middlebury make a formal statement that supports the requests of Middlebury Cops Off Campus and the Open the Book Campaigns movements to pursue institutional dialogue with the goal of leading to change in how the College operates. Additionally, we recommend that the Middlebury College Community Council and Student Government Association fully support the initiatives as they were originally received and work with organizers to ensure the execution of their goals. We would like to call for a town hall meeting, led by community organizers at Middlebury to properly engage in a conversation regarding campus activism, its benefits, the pitfalls faced by organizers, and ways to move forward. Finally, we call for a clear and streamlined process to be created that outlines the process of pursuing dialogue with institutional bodies such as the Student Government Association and Community Council that leads to action.
- III. **CSM Resolution 3: Denouncing White Supremacy and Combating Effects of Racism in Our Community and Beyond**
The Concerned Students of Middlebury make a formal statement denouncing white supremacy and racism in both our community and beyond. We call on white supremacy to be condemned clearly by our community; for the construction of a Social Honor Code that clearly particularizes unacceptable behaviors and the potential repercussions of their violation; for additional support to be given to BIPOC campus communities (specifically, BIPOC faculty/staff expansion and retention).
- IV. **CSM Resolution 4: Support for Middlebury College Anti-Racism Initiatives**
The Concerned Students of Middlebury make a formal statement that supports the current anti-racism efforts being made by the college (and encourage the creation of additional anti-racism initiatives). It is our suggestion that in addition to the initiatives being offered that structures are implemented to ensure BIPOC communities are benefitted as much as possible by the following: clear timelines in the completion of initiatives and projects; clear guidelines that explicate the types of projects that fall under the anti-racism and racial justice umbrella; and the continued involvement of BIPOC in both the distribution of funds and overseeing of the implementation of projects.
- V. **CSM Resolution 5: Giving a Definition of Purpose and Mission for Student Leaders**
The Concerned Students of Middlebury make a formal statement that aims to reaffirm the need for and purpose of student leaders on campus (in the various forms that leadership may take). We call on the College to do the following: create avenues for supplemented professional development training for interested student leaders that they can use in their future endeavors and allow for the creation of a leadership council composed of self-elected members of each cluster that recommends pedagogical resources for organizations.

CSM Resolution 1: Recent Acts of Sedition and Domestic Terrorism & A Call to Action

Author(s): Myles C. Maxie, *Co-President*

Please allow consideration to be given to the following events that occurred in recent weeks:

- I. The current sitting President of the United States, Donald J. Trump, and his surrogates have been propagating the legally baseless claim of a fraudulent election since his electoral defeat in November 2020 [\[1\]](#). This has taken place in the midst of the COVID-19 pandemic.
- II. The current sitting President of the United States, Donald J. Trump has continued to endorse, promote, and encourage disorder during January 6th demonstrations for weeks prior to the demonstrations occurring, stating in a December 19th tweet: "Be there, will be wild"[\[2\]](#).
- III. A member of the Red-State Secession Facebook group stated the following via Facebook on Tuesday, January 5th, 2021:

"If you are not prepared to use force to defend civilization, then be prepared to accept barbarism".

Multiple respondents to said post replied with pictures of weapons that they indicated they had the intention of bringing to the next day's events[\[2\]](#).

- IV. The President of the United States, Donald J. Trump, his son, Donald Trump Jr., and personal lawyer, Rudy Giuliani, all attended and spoke at a January 6th rally of over one-thousand participants, during which all three individuals encouraged largely maskless participants to show allegiance to the President by protesting against the election results during the Congressional certification process.[\[3\]](#)
- V. The President of the United States, Donald J. Trump, indicated to participants of the said rally: "You'll never take back our country with weakness. You have to show strength."[\[3\]](#) and encouraged his supporters to "walk down to the Capitol", presumably to show this strength [\[4\]](#).
- VI. The President's son, Donald Trump Jr., stated during the same rally event, "we're coming for you" in reference to members of Congress who may challenge the baseless election fraud claims, which denotes some form of retaliatory action taking place [\[4\]](#).
- VII. The purpose of going to the U.S. Capitol was predicated on at a minimum disrupting and possibly fighting against the ceremonial counting of electoral votes that served only the purpose of reaffirming the victory of the President-elect Joseph R. Biden and Vice President-elect (and sitting US Senator present on Capitol Hill) Kamala D. Harris. This would be accomplished by the following, as President Donald J. Trump indicated in his speech: "going to the Capitol and we're going to try and give... our Republicans, the weak ones... the kind of pride and boldness that they need to take back our country." [\[5\]](#)

- VIII.** Largely maskless rally participants arrived at the Capitol and engaged in multiple altercations with law enforcement officers before forcing themselves through barricades and destroying property (windows) to enter the Capitol. This was against the directive of law enforcement present. As they trespassed in the Capitol, multiple participants chanted "Stop the steal!" as the joint session of Congress was convened to count the electoral votes. Meanwhile, other rally participants descended on law enforcement officers within the building in group form, outnumbering them dramatically and thus posing a threat [5]. During this time, Congressional members were forced to evacuate and thus abandon the process of counting electoral votes to reaffirm the democratic process, accomplishing the goal of stopping the "steal" as rally participants demanded. A total of five people died as a direct result of the time within the Capitol.
- IX.** The largely maskless rally participants broke into various offices, in which they were not supervised, nor welcome, and potentially had access to non-public government information[6].
- X.** The last time the US Capitol was broken into and vandalized by a group was in the year 1814 when the British attacked governmental buildings in the nation's capital during the war of 1812 [7]. An attack of this stature has never been conducted by citizens of the United States.

Please also allow consideration to be given to the following definitions and statutes:

- XI.** The definition of riot is the following:
- "A violent public disorder; specifically: a tumultuous disturbance of the public peace by three or more persons assembled together and acting with a common intent" [8]
- Therefore, based on this definition individuals conducting themselves in this form would be considered rioters.
- XII.** The definition of vandalism is the following:
- "Destroying, injuring, defacing, or damaging property or real property" [9]
- Therefore, based on this definition, an individual committing these actions would also be classified as a vandal.
- XIII.** Sedition is considered to be the following by 18 US Code §2384:
- "If two or more persons in any State or Territory, or in any place subject to the jurisdiction of the United States, conspire to overthrow, put down, or to destroy by force the Government of the United States, or to levy war against them, or to oppose by force the authority thereof, or by force to prevent, hinder, or delay the execution of any law of the United States, or by force to seize, take, or possess any property of the United States contrary to the authority thereof, they shall each be fined under this title or imprisoned not more than twenty years, or both." [10]
- Therefore, based on this statute, any individual involved in the knowing construction of an event that accomplishes any of the aforementioned components would be considered a seditionist.

XIV. Domestic terrorism is defined as the following by the USA PATRIOT Act:

“(5) the term ‘domestic terrorism’ means activities that—

“(A) involve acts dangerous to human life that are a violation of the criminal laws of the United States or of any State;

“(B) appear to be intended—

“(i) to intimidate or coerce a civilian population;

“(ii) to influence the policy of a government by intimidation or coercion; or

“(iii) to affect the conduct of a government by mass destruction, assassination, or kidnapping; and

“(C) occur primarily within the territorial jurisdiction of the United States.”. [\[11\]](#)

Therefore, based on this definition, any individuals conducting themselves in such a way would definitionally be considered domestic terrorists.

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I.** The following is true of the January 6th assault on the nation's Capitol:
 - A.** Based on the details of what occurred on the date of January 6th, 2021 in Washington D.C. and the definitions provided above, the event in question outside of the Capitol is henceforth considered a riot.
 - B.** Based on the presence of weapons at the riot and the violence that was inflicted on law enforcement, in conjunction with the vandalism that occurred, this constitutes an attack.
 - C.** All individuals involved in the planning and coordinating of the attack on the democratic process of counting the electoral votes cast committed an act of sedition, per the statutes and definitions of the terms and events that occurred.
 - D.** All individuals involved in the carrying out of the seditious actions committed on January 6th, 2021, committed an act of domestic terrorism as per the statutes and definitions given above, specifically as it relates to USA PATRIOT ACT excerpts A, B(II), and C.
- II.** As student leaders, it is our responsibility to:
 - A.** Denounce these acts of vandalism, violence, sedition, and domestic terrorism, from all parties involved, as they are abhorrent, improper, illegal, do not represent us nor our values, and should not represent the views of any individual in our community or society.
 - B.** Call upon our elected officials, to prosecute all individuals involved in this attack, regardless of status, title, or position, to the fullest extent of the law.

- C.** Call upon our elected officials and the law enforcement agencies present on January 6th, 2021 in Washington D.C. to find answers to the question of why there exists a disparity between the way in which seditious rioters, vandals, and domestic terrorists were treated by law enforcement and the way in which Black Lives Matter protestors were treated during the protests occurring in the Summer of 2020 (as well as the way Black Americans are treated by police daily, resulting in their consistent brutalization and murder).
- D.** Call upon our peer organizations to do the same as equality and reverence for the law are values that are assumed to be shared amongst us all.
- E.** Call upon our community as a whole to do the same to stand united against the fascism that has attempted to take root in our democratic system.

III. As students, we find it imperative to recommend to our institution to:

- A.** Invest in additional (non-partisan) programming and operations that emphasize the democratic processes and institutions that protect us from fascism and enable us to participate in mobilization/community organizing.
 - i.** Provide a clear and accessible log of how this money is invested, as well as other college monies.
- B.** Support student involvement in activism and civic engagement.
 - i.** Allocate \$20,000 an academic school year of the institution's budget towards campus-community member initiatives that fulfill this mission.
 - ii.** Designate an ad-hoc body composed of students, staff, and faculty that accomplishes this mission. Students should be sourced from a diverse array of student leaders, from clusters of interest (specifically MILC and the Politics and Activism cluster, as well as any other bodies deemed to be relevant).
 - iii.** Hold a town hall meeting with student activists to understand more regarding what is not being provided in terms of support and what else is being asked for.
- C.** Join the call of *The Middlebury Campus*[\[12\]](#) and Middlebury College to rescind the honorary degree from the College awarded to Rudy Giuliani for his role in the recent violent insurrection attempt. We also encourage other institutions to do so as well for all involved in this insurrection attempt.

Cordially,

The Concerned Students of Middlebury

CSM Resolution 2: Supporting Grassroots Campus Movements and Their Diligent Processing**Authors:** Myles Maxie, Chloe Fleischer*Please allow consideration to be given to the following regarding the Cops off Campus movement:*

- I. Beginning in the summer of 2020, there was and continues to be a strong national impetus calling for reconsidering the way communities interact with their agencies charged with enforcing community standards. [\[1\]](#) This call has led to several reconsiderations in local communities on how law enforcement should operate within their communities. As a college campus, our enforcement of community standards largely falls upon Public Safety.
- II. Given this national call, over the summer a group of students formed a task force titled Middlebury Cops Off Campus with the aim of coming together as a community to reimagine the role of public safety and community safety.
- III. In response to this campaign, student organizers faced challenges with low engagement and a lack of responsive feedback from institutional bodies over the course of several months.
- IV. Cops off Campus received support from 980 students, faculty, staff, and alum as well as 37 campus organizations. There were also 93 testimonials which indicated student engagement with the platform and ideas being represented.

Please allow consideration to be given to the following regarding the Open the Books Campaign:

- I. The current financial transparency that Middlebury offers [\[1\]](#) is not all-encompassing and does not provide a sufficient level of transparency to all community members.
- II. There exists a coalition of students, staff, and faculty, herein referenced as the Middlebury Open the Books campaign, who are requesting additional transparency from the College in fully demystifying the spending of the college.
- III. This is not a unique request and such movements have been successful in other institutions of similar repute as Middlebury such as Carnegie Mellon in 2002. [\[2\]](#)
- IV. This request allows community members to be aware of:
 - The types of monies being endowed to the school, both restricted and non-restricted [\[3\]](#)
 - The ways in which these monies are being allocated, especially with regard to payscale information (increased wage transparency).
 - The specific ways in which the endowment has risen, stagnated, or receded based on specific investments.
 - As a result of this transparency, this would also allow for more informed decisions on donations, and what particular funds to donate into.

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I. We encourage students, staff, faculty, and alumni to consider the above and:
 - A. Join us in advocating for institutional recognition and active engagement with the Middlebury Cops Off Campus movement
 - B. Read the information regarding the Open the Books campaign and consider signing their petition [\[4\]](#).

- II. The Middlebury College Community Council:
 - A. Move immediately to schedule a meeting with Middlebury Cops off Campus and discuss ways to move forward in the representation of their ideas, as presented by the original organizers, to other College bodies. In this meeting, a timeline should also be produced that explicates how the Middlebury Cops Off Campus movement will continue in the coming months and years.
 - B. Move immediately to schedule a meeting with the Middlebury Open the Books campaign and discuss ways to move forward in the representation of their ideas, as presented by the original organizers, to other College bodies. In this meeting, a timeline should also be produced that explicates how the Middlebury Open the Books campaign will continue in the coming months and years.
- III. The SGA look for ways to, as an institutional body, support the cause of the Middlebury Cops Off Campus and Open the Books campaigns through:
 - A. Legislative means of a resolution that dictates their support of this cause and establishes it in the official campus record.
 - B. Increasing pressure on the administration to see the goals of the organizers^[4] ^[5] come to fruition, as they are neither unprecedented nor unreasonable.
- IV. There be a town hall event, run by students involved in activism and open for all community members to attend. to address the following:
 - A. The experience of being involved in student activism/grassroots movements at Middlebury
 - B. The road-blocks encountered including intentional or unintentional gatekeeping by college bodies (both student and non-student run)
 - C. Ways in which activism can look at Middlebury moving forward
- V. Clear guidelines be provided by institutional bodies including but not limited to the SGA and Community Council on how community activism is engaged with including:
 - A. Guidelines for the endorsement of movements
 - i. There needs to be a clearly outlined and defined process by which movements gain endorsement from each respective body. This helps to ensure there is a sense of fairness in how individual movements are considered, even between years. Indicators may include:
 - a) Student-body, campus community engagement with said idea
 - b) Strength of argument
 - c) Alignment with campus community
 - B. Guidelines for the process of representing movements to other College bodies
 - i. There must be a standard for how movements are represented to the College. Institutional bodies exist to serve the needs of the constituency they represent. It is imperative that community movements are represented as they exist, not as institutional bodies would imagine. Collaboration is appropriate but should be left to the discretion of the creators of a movement

Cordially,

The Concerned Students of Middlebury

CSM Resolution 3: Denouncing White Supremacy and Combating Effects of Racism in Our Community and Beyond

Please allow consideration to be given to the following:

- I. Racism^[1] is defined as the following:
"a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race"
- II. White supremacy is an extension of racism that furthers the oppression of BIPOC individuals through various organizations such as Aryan Nations (and the associated neo-Nazis), the Ku Klux Klan, the Proud Boys, and more (as well as through individual actors)^[2].
- III. A Black student at Middlebury College was publicly called a racial slur in Fall of 2020^[3], whereas the definition of said slur is the following:
"a contemptuous term used to refer to a Black person; a contemptuous term used to refer to a person of any racial or ethnic origin regarded as contemptible, inferior, ignorant, etc."^[4]
- IV. Charles Murray, a social scientist who has written multiple books espousing racist ideologies that work to promote white superiority^[5], has been invited to Middlebury to speak three times, one of these invitations even leading to a great deal of campus controversy that negatively impacted community members of color.
- V. Multiple community encounters have been recorded in which multiple students of color have felt they had been victims of racist rhetoric or actions ^[6]. This information was collected with regard to the 2020 election but detailed everyday encounters of BIPOC individuals happening prior to this period of time.

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I. Racism and white supremacy must be condemned in any and all of the communities in which we operate as:
 - A. They are harmful to our community members, particularly those of color who have been harmed by the effects of broad-scale white supremacist attitudes and policies.
 - B. These ideologies propagate systems that are meant solely for the systemic oppression of communities of color and as such contribute to a broader issue of the disparities that exist between people of color and those who are not.
 - C. The lack of condemnation of these behaviors implies a sense of agreement and as such can be harmful to BIPOC communities.
 - D. These behaviors have no place in our Middlebury community.
- II. Racism and its repercussions need to be outlined in Community Conduct codes and include the following:

- A. A detailed Social Honor Code added to the student handbook that is created by a committee of students, staff, faculty, and administrators.
 - i. In this Social Honor Code, specific issues to address include the following and more:
 - 1. Racism
 - 2. Sexual Harassment and Assault
 - 3. Discrimination (against other protected classes and other forms)
 - ii. Additionally, this Social Honor Code **must** incorporate the disciplinary process associated with the violation of the policy, including but not limited to:
 - 1. An explanation of the disciplinary process and adjudication process
 - 2. Any policies pertaining to making an appeal
 - 3. A detailed range of repercussions for each type of infraction
 - B. A transparent incident processing system that allows for all legal rights to be afforded to both victims and the accused violators, but also that informs the community of the particular incident that has occurred with the most specificity possible.
- III. Support, in all its various forms, for BIPOC community members must be a higher priority when it comes to dealing with both incidents of racism and white supremacy within the Middlebury community as well as systemic and engrained cultures of racism and white supremacy. As such, it is our suggestion that:
- A. Middlebury College immediately consult with faculty and staff of color and their allies to collectively arrive at ways to retain BIPOC faculty and staff, given they offer direct support for students of color while also enriching the predominantly white learning environments as an additional service to Middlebury.
 - B. A national search begin as soon as feasibly possible (in light of the current global pandemic) to expand the BIPOC faculty and staff at Middlebury, in all position levels (from part-time staff to full-time administrator) as partially outlined in the recent DEI initiatives send out by the Office of Diversity, Equity, and Inclusion.
 - C. College community members of color be consulted and considered, not only due to their experiences of trauma but their holistic experiences as well, in the same way as other members of the College community.

Cordially,

The Concerned Students of Middlebury

CSM Resolution 4: Support for Middlebury College Anti-Racism Initiatives

Please allow consideration to be given to the following regarding the Cops off Campus movement:

- I. Over the last four years, there has been a condemnation of anti-racism initiatives from the Executive Branch of the United States government^[1] with the goal of encouraging an alternative history that negates the shortcomings of America and promotes White nationalist ideologies.
- II. Anti-racism initiatives, while not always perfect ^[2], are important in ensuring we are working to cultivate a society in which everyone is treated equally^[3]. These initiatives also require refining when there is potential room for improvement or revision to ensure the communities intended to be uplifted are benefited to the fullest extent possible.
- III. The Middlebury Administration has put forth a detailed plan of action to address some of the issues surrounding diversity and inclusion at Middlebury College, in which various campus groups were consulted in constructing the goals outlined ^[4].
- IV. The Middlebury Student Government Association has implemented the JusticeProjects initiative in which various projects that are aimed at racial justice will be funded each academic year as per the directive given in the F2020-SB1 titled Advancing Diversity, Equity and Inclusion Through Justice Projects ^[5].

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I. We reaffirm that anti-racism work holds a high level of importance in the process of ensuring all members of our community are included, specifically as a first step in a longer process of reconciliation with America's past. Furthermore, we rebuke the notion that anti-racism initiatives are unpatriotic, or unethical, and instead posit that they are an indication that a community instituting these programs is prepared to have meaningful conversations and produce tangible results that uplift BIPOC individuals and ensure they are being treated as equals.
- II. There is a strong need for projects aimed at anti-racism to have specific guidelines to ensure that BIPOC needs are truly being met. This shall be accomplished by:
 - A. Establishing a detailed timeline for how anti-racism work will be completed
 - i. The Action Plan on Anti-Racism, Diversity, Equity and Inclusion and the JusticeProjects bill does well in implementing estimates on when items will be completed; It would benefit the college if more initiatives used this type of model to give an expected date of project completion.
 - ii. It is our suggestion that in addition to estimates of completion, there also be estimates of progress. If this is not possible, implementation of checkpoints in the process to update community members on progress in work being conducted would be a benefit in terms of accountability.

- B.** Establishing clear guidelines for the approval of anti-racism projects
 - i.** Anti-racism projects are important as they aim to take action to benefit BIPOC communities. To optimize the success of these initiatives, it is important to have a form of structure that:
 - a) Promotes the needs of BIPOC as dictated by BIPOC
 - b) Gives priority to the work and initiatives of BIPOC individuals looking to uplift BIPOC communities

- C.** Ensuring consultation of BIPOC community members throughout the execution process of these initiatives and projects.
 - i.** These projects are important and those benefiting from the existence of these initiatives are an integral voice to include to ensure that:
 - a) These initiatives are executed with the vision and perspective of helping BIPOC at large and often this perspective is unique to individuals who have had experience as a BIPOC individual.
 - b) The initiative/project works towards a true benefit and away from potential harm in a more direct way.

CSM Resolution 5: Giving a Definition of Purpose and Mission for Student Leaders

Please allow consideration to be given to the following:

- I. Middlebury College purports in their description of Student Life^[1] the following:
"Throughout [the] diverse facets of a Middlebury experience, students encounter ideas that shape their thoughts, beliefs, actions, and goals for the rest of their lives. This is a time rich with opportunity, and this site will provide you with the information, direction, and resources for most everything you will need as a student here."
- II. Student organizations are one of the primary ways that students are able to get involved in their campus community and find a sense of belonging outside of the classroom environment^[2].
- III. Student organizations self-select leaders who aim to accomplish not only the mission of their individual club but also to uphold the aforementioned missions outlined by Middlebury College, which promote the needs of the individual.
- IV. Collegiate activism not only is formative in later stage activism and political involvedness^[3] but also can vary between the mass mobilization of many individuals and activism through self (which is predicated on peaceful existence as an act of civil disobedience).

Given the aforementioned, it is resolved by the Concerned Students of Middlebury that:

- I. The purpose and mission of student leaders at Middlebury College:
 - A. Center around supporting our community as a whole, in addition to the specific goals of an organization.
 - B. Call for student leaders to take an active role in creating environments that are respectful and considerate of the needs of all students.
 - C. Call for student leaders to take an active role in setting a precedent for our community standards.
- II. To reach the goals of this mission, resources needed include:
 - A. The offering of official and widely-recognized supplemented professional development training for student leaders to take (at their discretion) that not only gives them the opportunity to expand their abilities specifically at Middlebury but also as leaders in future environments.
 - B. A leadership council ran through the Student Activities Office, composed of student leaders from each cluster, that can suggest pedagogical policies and/or programs to better the experience of campus organizations as a whole as well as student leaders.

Cordially,

The Concerned Students of Middlebury